



Military Spouse Internship Program Overview

ODUSD, CPP
25 January 2010

Personnel and Readiness

Agenda

- **Background**
- **Program Parameters**
- **Process**
- **DoD's Role**
- **About Our Spouses**
- **Questions**

Background

- **Proposition: Quality of life of the military family would be enhanced by assisting military spouses find portable careers.**
 - 77% of military spouses want to work (@509,000)
 - Many military families depend on dual incomes
 - In 2006, spouses who had income reported that their income was 48% of the couple's monthly income (62% for E1-E4s)
 - Unemployment rate for military spouses is 13%
 - 75% of military spouses have PCS'd with the military member; average number of PCS moves is 2.9
- **Solution: Increase the number of Federal job opportunities available to military spouses**
 - Federal government employs 2.27 million, worldwide
 - Many occupations are common across the Federal government
 - Benefits are portable

Military Spouse Internship Program

Program Parameters

- **DoD will reimburse Federal Agencies first year salary / benefits cost**
 - FY10 funding available for approximately 120 positions
- **Position Eligibility – position must:**
 - Be Permanent
 - Afford promotion potential
 - Provide training to equip applicant for advancement
 - Be portable (common occupation or specific Agency occupation that can be found worldwide)
- **Spouse Eligibility**
 - All spouses of active duty DoD service members are eligible except:
 - Spouse who is legally separated from service member when the person begins the internship
 - Spouse who is also a member of the Armed Forces on active duty
 - Spouse who is retired member of the Armed Forces

Hiring Process

- **Specify military spouses as a possible recruitment source on your Request for Personnel Action**
- **Obtain Candidates**
 - **Noncompetitive Appointment, where applicable**
 - **Competitive Process**
 - **USAJOBS or Other**
- **Conduct Assessment/Select**
- **Determine Suitability**
- **Request Transfer of Funds**

How DoD Will Help

- **Develop and provide marketing materials**
 - Posters / Trifolds
- **Assist with vacancy announcement distribution to military spouses**
- **Will develop / process MOAs**

About Our Spouses

- **Average Education Level**
 - 10% have a Masters, Doctoral, or Professional degree
 - 25% have a Bachelors's Degree
 - 14% have an Associate's Degree
 - 24% have 1 or more years of college, no degree
 - 13% have college credit, less than a year
 - 14% are HS graduates or equivalent
 - 2% 12 years or less of school (no diploma)

What We Need From You

- **Your Support**
- **Market to your Hiring Managers**
- **Let your outlying field offices know, especially in areas where there is a large military population**
- **Market through FEBs**



QUESTIONS??